

**2013 FCC EEO Public File Report for Charter Communications  
12561 - OPS Steele Cnty MN**

*This Report Covers September 1, 2012 through August 31, 2013*

Total Number of Full-Time Vacancies Filled During This Period: 5  
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 12

*Please see attached the Recruitment Source List that includes recruitment source contact information.*

**FULL-TIME VACANCIES FILLED**

State MN  
FCC Unit 12561 - OPS Steele Cnty MN

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred by Each Recruitment Source	Number Hired
1206108	Broadband Installer	Charter.com	1	0
		google.com	1	0
		Indeed.com	2	1
		iseek.org	1	0
		State Job Board-MN	1	0
		Direct Employers	0	0
1206108 Total			6	1
1302839	Cust Sales & Serv Cntr Rep	Indeed.com	1	1
		Direct Employers	0	0
1302839 Total			1	1
1203179	Direct Sales Rep	Indeed.com	1	0
		Radio advertisement	1	0
		Ranstad Sourceright	0	0
		State Job Board-MN	1	1
		Direct Employers	0	0
1203179 Total			3	1
1303132	Direct Sales Rep	Referral	1	1
		Ranstad Sourceright	0	0
		Direct Employers	0	0
1303132 Total			1	1
1304156	Direct Sales Rep	Charter.com	1	1
		Ranstad Sourceright	0	0
		Direct Employers	0	0
1304156 Total			1	1
Grand Total			12	5

# RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Charter.com	www.charter.com		Internet Posting	N/A	N	2
State Job Board-MN.	www.minnesotaworks.net		Internet Posting	N/A	N	2
Indeed.com	www.indeed.com		Internet Posting	N/A	N	4
Google.com	www.google.com		Internet Posting	N/A	N	1
iseek.org	www.iseek.org		Internet Posting	N/A	N	1
Referral			Employee	N/A	N	1
Direct Employers Association	9002 N. Purdue Rd. Suite 100	Indianapolis, IN.46268	Internet Posting	317-874-9000	N	0
Ranstad Source Right	<a href="mailto:janelle.pflum@chartercom.com">janelle.pflum@chartercom.com</a>	Indianapolis, IN	Janelle Pflum	317-747-4248	N	0
Radio Advertisement-Charter Media	3993 Heritage Pl NW	Rochester, MN	Rick Ward		N	1

\*Charter is a member of the DirectEmployers Association. Through this nonprofit network, job vacancies for this unit are distributed to a wide array of recruitment sources, including, but not limited to, educational institutions state workforce agencies and job bank(s), and organizations that distributes to women, minorities, the disabled, and veterans.



**Supplemental Recruitment Initiatives:**

#	Name	Date	Description
1	Charter Offices	Weekly	Weekly posting of all openings in each Charter business unit for internal candidates to review.
2	Charter Offices	Monthly	Charter Communications arranged and paid for training for field technicians. Self-assessment and various training opportunities were available for Broadband and System Technicians to enable them to acquire skills that could qualify them for higher level positions.
3	Charter Offices	Monthly	Supervisors and managers participated in a variety of training programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Leadership Connect, Advanced Leadership Connect, Effective Hiring, Performance Management, and Civil Treatment for Managers

